18. Enumerate the human resources KPIs and metrics.

19. Explain the importance of HR Data in HR analytics.

20. Demonstrate the steps involved in HR predictive analytics.

APRIL/MAY 2025

23PCM42/23PCP42 — HUMAN RESOURCE ANALYTICS

Time : Three hours Maximum : 75 marks

SECTION A — (10 × 2 = 20 marks)

Answer ALL questions.

1. Describe Human Resource Analytics.

2. Why is HR Analytics important for organizations?

3. What is data-driven decision-making in Human Resources?

4. State the importance of data in HR decision-making.

5. What is an HR dashboard?

6. What is HR scorecard?

7. Write few Examples for Visualization Scenarios.

8. Why HR analysts need Root cause analysis?

9. What is Predictive modelling?

10. State the concept Operational Phase.

SECTION B — ($5 \times 5 = 25$ marks)

Answer ALL questions.

11. (a) Enumerate the importance of HR Analytics.

Or

(b) Identify the different types of HR Analytics.

12. (a) Summarize the key challenges of HR data management.

Or

(b) Mention the common tools used for HR research.

13. (a) Identify the different types of HR Data:

Or

(b) Outline the five steps to create an HR scorecard.

14. (a) Mention the tools for Data Visualization in HR.

Or

(b) Write a note on 'Data Visualization in Key HR processes'.

15. (a) Write the best practices for HR analytics in Excel.

Or

(b) Explain key components and applications of Predictive HR Analytics.

SECTION C — ($3 \times 10 = 30$ marks)

Answer any THREE questions.

16. Discuss the Key Components of HR Analytics:

17. Explain the challenges of HR data collection and how they can be overcome.